

Form: 371.12: (4430)  
YT

LEAVE REGULATIONS GOVERNING TEACHERS

YUKON SCHOOL ORDINANCE

INDEX

Sick Leave

Special Leave

Maternity Leave

Injury On Duty Leave

Court Leave

Leave of Absence Without Pay

**FOR REFERENCE**

NOT TO BE TAKEN FROM THIS ROOM

FORM 121

POLAR  
PAM  
1151

POLARPAM





## SICK LEAVE

### 1. Sick Leave Credits

- (a) A teacher shall earn sick leave credits at the rate of one and one quarter ( $1\frac{1}{4}$ ) days for each calendar month for which he received at least 10 days pay.
- (b) All unused sick leave credits shall be carried over from one year to the next and shall be accumulated indefinitely.

### 2. Granting of Sick Leave

- (a) A teacher shall be granted sick leave with pay when he is unable to perform his duties because of illness, injury or quarantine provided that:
  - (i) he satisfies the Superintendent of this condition in such manner and at such time as may be determined by the Superintendent, and
  - (ii) he has the necessary sick leave credits.
- (b) Notwithstanding the provision of Subsection (a), where a teacher has insufficient or no credits to cover the granting of sick leave with pay, sick leave with pay may at the discretion of the Superintendent be granted for a period of up to fifteen (15) days in respect of a school year subject to the deduction of such advance leave from any sick leave credits subsequently earned.

### 3. Travel Time

- (a) A teacher who is required to travel from outlying points in the Yukon, to secure medical attention, to centres where medical facilities exist or who are referred from one medical facility to another within the Yukon or to a medical facility outside the Yukon by a medical practitioner, may be granted leave for travel purposes to a maximum of two calendar days.
- (b) Before travel time in (a) is paid the employee shall provide a certificate from a qualified medical practitioner stating that the travel or referral was in fact necessary for the proper treatment of the teacher.

### 4. Restrictions

- (a)
  - (i) Where a teacher has taken sick leave and ceases to be employed on the staff of the Department of Education, there is an amount owing by him to the Commissioner of any salary received while on sick leave for any period that is in excess of one and one quarter ( $1\frac{1}{4}$ ) days for each month he was so employed,
  - (ii) Any amount owing by a teacher to the Commissioner pursuant to these regulations may be deducted from any salary owing to that teacher or may be recovered in the same manner as a debt owing to the Commissioner.
- (b) A teacher is not eligible for sick leave with pay for any period during which he is on leave of absence without pay or under suspension.

MORIAL INSTITUTE  
LIBRARY

06830





## SPECIAL LEAVE

### 5. Special Leave Credits

- (a) A teacher shall earn special leave credits at the rate of one-half (1/2) day for each calendar month in which he has received at least ten (10) days pay.
- (b) All unused special leave credits shall be carried over from one year to the next and shall be accumulated to a maximum of thirty (30) days.

### 6. Granting of Special Leave

#### (a) Bereavement Leave

- (i) A teacher shall be granted special leave with pay for a period of up to four (4) consecutive calendar days where there is a death in the teacher's immediate family for the purpose of making arrangements for the funeral or attending the funeral;
- (ii) In addition, a teacher may be granted up to two (2) calendar days travel time in conjunction with special leave granted in (i);
- (iii) Immediate family for the purpose of bereavement leave is defined as mother, father, sister, brother, wife, husband, son, daughter, mother-in-law, father-in-law, and any relative permanently residing in the teacher's household or with whom the teacher permanently resides.

#### (b) Illness

Where a teacher who is a parent or is normally regarded as the head of the household satisfies the Superintendent that he is required to care for his sick dependents or a sick person permanently residing in his place of residence, the Superintendent shall grant special leave with pay up to a maximum of five (5) consecutive teaching days. Special leave shall be granted within the context of this sub-clause for a teacher who is required to care for his spouse.

- (c) Special leave with pay may be granted under such other circumstances as the Superintendent approves.

### 7. Where a teacher has insufficient credits to permit the granting of special leave within the meaning of this section, leave up to a maximum of five (5) days may, at the discretion of the Superintendent, be granted, subject to the deduction of such advance leave from any special leave credits subsequently earned.

### 8. Restrictions

A teacher is not eligible for special leave with pay for any period during which he is on leave of absence without pay or under suspension.





### MATERNITY LEAVE

9. (a) Every teacher who becomes pregnant shall notify the Superintendent of her pregnancy at least three months prior to the expected date of the termination of her pregnancy and shall be granted leave without pay for a period commencing two months before the expected date of the termination of her pregnancy and ending not later than four months after the date of the termination of her pregnancy. It is provided, however, that the expiry of maternity leave will, unless otherwise agreed to by the Superintendent, coincide with the commencement date of a teaching cycle to which the teacher can be assigned.
- (b) Notwithstanding sub-clause (a), the Superintendent may at his discretion shorten or extend the period of maternity leave.
- (c) When a teacher is granted maternity leave, a sum of 1/200 of the annual rate of salary shall be deducted from the annual salary for each teaching day's absence.

### INJURY ON DUTY

10. (a) A teacher shall be granted injury-on-duty leave with pay for such period as may be determined by the Superintendent where it is determined by the Workmen's Compensation Board that he is unable to perform his duties because of:
- (i) personal injury accidentally received in the performance of his duties and not caused by the teacher's willful misconduct;
  - (ii) sickness resulting from the nature of his employment, or
  - (iii) over exposure to radioactivity or other hazardous conditions in the course of his employment,
- if the teacher agrees to pay the Commissioner any amount received by him for loss of wages in settlement of any claim he may have in respect of such injury, illness, or exposure.
- (b) When a teacher has been granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the teacher was not granted sick leave.

### COURT LEAVE

11. Leave of absence with pay shall be given to every teacher, other than a teacher on leave of absence without pay or under suspension, who is required other than in the performance of the duties of his position:
- (a) to serve on a jury, or
  - (b) by subpoena or summons to attend as a witness in any proceeding held -
    - (i) in or under the authority of a court of justice or before a grand jury,
    - (ii) before a court, judge, justice, magistrate, or coroner,





cont'd COURT LEAVE

- (iii) before the Senate or House of Commons of Canada, or a committee of the Senate or House of Commons, otherwise than in the performance of the duties of his position;
- (iv) before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it, or
- (v) before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it,

provided that should such duty in a jury or as a witness so permit, the teacher shall return immediately to work when he can do so in time to complete at least one half (1/2) day's work.

LEAVE OF ABSENCE WITHOUT PAY

- 12. (a) Leave of absence without pay may be granted by the Superintendent where operational requirements permit, and provided that the request for leave has been made in sufficient time to permit the Superintendent to evaluate the circumstances under which the request is made, so that adequate arrangements can be made to continue classroom instruction and the regular school program without interruption, for:
  - 1. An Executive Member of the Yukon Teachers' Association to attend to the business of the Association;
  - 2. Study purposes (not to exceed one (1) year's duration),
  - 3. Such other reasons as the Superintendent may approve.
- 13. When a teacher is granted leave without pay, a sum of 1/200 of the annual rate of salary shall be deducted from the next pay cheque for each day's absence.



## TRAVEL AND FREIGHT ALLOWANCES

A teacher may claim and be paid expenses in accordance with the following schedule:-

### 1. Upon Initial Hire

#### a) Transportation

If travel is by air - economy air fare for himself and dependents.

If travel is by car - 12 cents per mile up to the equivalent of economy air fare.

If travel is by car and by air, i.e. teacher travels by car and dependents by air, the total expense claim shall not exceed economy air fare.

If travel is by bus, boat or train - actual cost, up to the equivalent of economy air fare, provided same is substantiated by a receipt.

Taxi fares - actual cost provided that any individual trip in excess of \$5.00 is substantiated by a receipt.

#### b) Meals

Teacher - \$9.00 per day

Dependents - 12 years of age and over - \$9.00 per day

Dependents - under 12 years of age - \$4.00 per day

#### c) Lodging

Actual cost upon the production of receipts.

#### d) Freight

- (i) **Furnished Quarters.** Freight allowances for new teachers using furnished quarters will be paid as follows:-

Single teacher - maximum of 500 pounds

Married teacher - maximum of 1000 pounds for employee,  
1000 pounds for spouse, and 500 pounds  
for each additional dependent.

At no time shall the Department of Education of the Government of the Yukon Territory pay for removal of household and personal effects in excess of 3,000 pounds for teachers living in furnished quarters.

- (ii) **Unfurnished Quarters.** Freight allowances for new teachers using unfurnished quarters will be paid as follows:

Single teachers - maximum of 1,500 pounds

Married teachers - maximum of 2,000 pounds for employee,  
1,500 pounds for spouse, 700 pounds for  
each additional dependent.

(iii) If however, at a later date the teacher moves from furnished to unfurnished accommodation at the request of the Government of the Yukon Territory, then the balance of freight allowance under subsection (d) (ii) as compared to subsection (d) (i) shall be made available to the teacher.

### 2. Upon Transfer

The same allowances shall be in effect for teachers transferred from one place of employment in the Territory to another place of employment within the Territory.

For purposes of administration of meal and lodging claims, a day's travel shall be defined as 300 miles.





If a teacher has been paid removal costs under this agreement and fails to complete his initial year of teaching in the Territory, the Commissioner may deduct from the unpaid balance owing to a teacher an amount equal to such removal costs.

3. Travel Between Schools

All teachers whose teaching duties are split between two or more schools in a teaching day and who are required to travel more than  $\frac{1}{4}$  mile between schools shall be reimbursed for expenses incurred in accordance with provisions of the Yukon Territory Government Travel Regulations and Allowances.





AGREEMENT BETWEEN

THE SALARY COMMITTEE OF THE YUKON  
TEACHERS' ASSOCIATION

AND

THE ADVISORY COMMITTEE OF THE YUKON  
TERRITORIAL GOVERNMENT

ARTICLE I

PURPOSE OF AGREEMENT

- 1.01 The purpose of this Agreement is to maintain harmonious and mutually beneficial relationships between the Employer, and the Yukon Teachers' Association, and to set forth certain terms and conditions of employment relating to salaries and working conditions affecting teachers covered by the Agreement.
- 1.02 The parties to this Agreement share a desire to improve the quality of Education in the Yukon Territory, to maintain professional standards and produce the highest quality of instructional service, and to promote the well being and increased efficiency of its teachers to the end that the students and the people of the Yukon Territory will be well and effectively served. Accordingly, they are determined to establish within the framework provided by the Schools Ordinance, an effective working relationship.

ARTICLE II

INTERPRETATIONS AND DEFINITIONS

- 2.01 For the purpose of this Agreement:
- a) " Association " means the Yukon Teachers' Association;
  - b) " Allowance " means compensation payable for the performance of special or additional duties;
  - c) " Daily Rate of Pay " means an Employee's annual rate of pay, plus allowances (if any) divided by two hundred (200);
  - d) " Employer " means the Commissioner of the Yukon Territory;
  - e) " Leave of Absence " means authorized permission to be absent from duty;



- f) " School Year " shall consist of not more than two hundred (200) teaching days for a teacher other than a teacher receiving an allowance in accordance with Section 5.01 (b);
- g) " Teacher " means a person other than a kindergarten instructor holding a valid and subsisting certificate of qualification issued by the Department of Education who is appointed or employed, in excess of twenty (20) consecutive teaching days, by the Government of the Yukon Territory to give tuition or instruction or to administer or supervise instructional service in a Territorial school;
- h) " Vice-Principal " is a teacher who is responsible for assisting the principal in the administration and operation of the school;
- i) " Principal " is a teacher who is responsible for the direction, operation and administration of the school;
- j) " Superintendent " means the Superintendent of Schools for the Yukon Territory;

2.02 Except as otherwise provided in this Agreement, expressions used in this Agreement,

- a) If defined in the Schools Ordinance have the same meaning as given to them in the Schools Ordinance and,
- b) If defined in the Interpretation Ordinance, but not defined in the Schools Ordinance in paragraph (a), have the same meaning as given to them in the Interpretation Ordinance.

### ARTICLE III

#### APPLICATION

3.01 The provisions of the Agreement apply to the Yukon Teachers' Association and the Employer.

### ARTICLE IV

#### APPOINTMENT AND TENURE

- 4.01 a) A teacher may terminate his employment by giving written notice (by registered mail postmarked on or before May 1st in any year) to the Superintendent, such termination to become effective on the last day of the current school year.





- b) The Superintendent may terminate the employment of a teacher during his probationary period by giving written notice (by registered mail) to the teacher, postmarked on or before May 1st, in any year, such termination to become effective on the last day of the current school year.
- 4.02 The Superintendent may, in special circumstances, approve a notice of termination from a teacher after the first day of May.
- 4.03 Notwithstanding Subsection 4.01, a teacher may, with the prior consent of the Superintendent, terminate his employment on a mutually convenient date during the school year for medical reasons or for any other reason acceptable to the Superintendent.

#### ARTICLE V

##### PAYMENT OF SALARIES ON APPOINTMENT

- 5.01
  - a) All teachers shall be paid in accordance with the attached Schedule I;
  - b) In addition to the basic salary referred to in the above paragraph, a teacher appointed to a position which requires the performance of special or additional duties, as designated in Schedule II, shall receive an allowance in accordance with the attached Schedule II.
- 5.02 Teachers' salaries shall be payable in accordance with the normal practices of the Employer.
- 5.03 Prior to November 15th of any year, the Superintendent shall make a retroactive adjustment to a teacher's salary to conform to such qualifications as were completed subsequent to the date of appointment and shall forthwith notify the teacher, in writing, of the adjustment and its reason.
- 5.04 The Superintendent shall make an adjustment to a teacher's salary in accordance with Schedule II, if the teacher is assigned special or additional duties.

#### ARTICLE VI

##### APPLICATION OF SALARY SCHEDULE

###### Application:

- 6.01 Teachers shall be paid in accordance with Schedule I based on the number of years of teacher education and the number of years of





teaching experience plus any allowances  
calculated in accordance with Schedule II.

Evaluation:

- 6.02 The Superintendent shall evaluate the credentials and experience of a teacher and determine the placement of each teacher employed within a salary category and the assignment of special or additional duties, pursuant to Schedules I and II, effective September 1st, 1962 and thereafter.

Experience Increment:

- 6.03 A year's teaching experience means a minimum of eight months full-time employment during one school year.

Upon Initial Hire:

- 6.04 All new teachers shall be granted one (1) increment for each year of teaching experience in a Government financed and inspected school.

Increment Date:

- 6.05 Increments for experience as a teacher shall be granted annually on the first day of the first school term.

Granting of Increment:

- 6.06
- a) A salary increment, to the limits prescribed in Schedule I, shall be granted to a teacher provided his teaching service during the previous school year was satisfactory.
  - b) A salary increment may be withheld, or in the case of a teacher at maximum increment level a salary increment may be withdrawn in the succeeding year, if the teacher's teaching service has been unsatisfactory during the current school year, as evidenced by written reports of the Superintendent or his authorized representative.
  - c) In cases where an increment will be withheld or withdrawn, the teacher shall be informed in writing of the reason for such action not later than April 15th of the current school year.
  - d) Notwithstanding the above, the increment may be granted in subsequent years, if the written reports of the Superintendent or his authorized representative indicate satisfactory teaching service and professional growth during the school year.
  - e) Any teacher affected by subparagraph (b) may obtain a review of the evaluation of his teaching by request in writing on or before the 20th day of April.



- 6.07 The Superintendent may recognize training and experience which is of value to the education system of the Yukon Territory in the subject field(s) in which the teacher is teaching in the following ways:
- a) Teachers holding a Journeyman's Certificate or its equivalent shall be placed in category III for salary purposes, unless certified at a higher level.
  - b) Experience increments may be granted to a teacher holding a Journeyman's Certificate or its equivalent on the basis of one (1) increment for two (2) years of related experience, subsequent to Journeyman's certification, to a maximum of five (5) such increments.
  - c) Credit for related experience in other specialized areas may be granted on the same basis as in (b) above.

Northern Allowance (Old Crow)

- 7.01 In addition to salaries, teachers in Old Crow shall receive the following:
- a) If single status for income tax purposes - an allowance of \$1,200.00 per annum, and one round trip economy air fare ticket from Old Crow to Whitehorse each school year.
  - b) If married status for income tax purposes - an allowance of \$2,100.00 per annum, and one round trip economy air fare for the entire family from Old Crow to Whitehorse each school year.

Educational Leave:

- 8.01
- a) Teachers who have been in the employ of the Department of Education, a minimum of five (5) consecutive years, shall be eligible to apply for leave of one (1) year's duration for the purpose of educational leave (the period of leave shall be from September 1st of one year to August 31st of the following year).
  - b) The total number of teachers granted educational leave of one year's duration shall not exceed four (4) in any one year.
  - c) Educational leave shall not be granted to teachers who are within five years or less of the obligatory retirement age.
  - d) A stipend of \$6,000 for the year shall be paid to each teacher who was granted educational leave.





- e) An additional sum, equivalent to the return economy air fare between Whitehorse and Vancouver, shall be paid to each teacher on educational leave upon their successful completion of the university program.
- f) A teacher granted educational leave shall:
  - 1. Undertake to return to teaching duties in the Yukon Territory at the beginning of the school year following the expiration of the leave, and
  - 2. Undertake to teach for a two (2) year period after recommencement of duties.
- g) A teacher who resigns or retires during the two-year period following completion of educational leave shall re-pay the stipend and the air fare noted in (d) and (e) above.
- h) Teachers granted educational leave shall be on leave from the Department of Education and not from a particular position. Placement upon return from leave, shall be to the same or an equivalent position, if such is available.
- i) The Superintendent may, subject to mutual agreement with the teacher concerned, arrange for a teacher who has been granted educational leave to be assigned educational duties prior to and/or after the duration of his study time. While performing these duties, the teacher shall receive one two-hundredth (1/200) of his annual salary, calculated in accordance with Schedule I, per teaching day.
- j) The Superintendent shall, after reviewing the applications for educational leave with partial pay, determine the teachers to be granted said leave.
- k) The Superintendent may approve short-term study leave, for a teacher who does not qualify under Section 8.01 (a) on such terms and for the duration of such times as may be mutually agreed upon.

Professional Improvement Program:

- 9.01
- a) Where the Superintendent considers it is in the interests of the educational system of the Yukon Territory, the Superintendent may request a teacher to attend a specific summer school program, educational workshop, educational seminar or a related program.
  - b) A teacher who has been requested and attends a program mentioned in paragraph (a) above shall receive:-
    - 1. The actual cost of tuition fees upon production of receipts;



2. The cost of return economy air fare transportation or equivalent;
  3. Twenty dollars (\$20.00) per approved program or workshop for books and materials.
- c) Where a teacher has submitted an application to take a specific professional improvement program, the Superintendent may pay none, a portion or all of the costs outlined in (b) above.
  - d) A person who qualifies for educational leave under Section 8.01 (a) of these regulations remains eligible for benefits outlined in 9.01 (b) (1) and 9.01 (b) (3).
  - e) The Superintendent may authorize the payment of partial or entire living or travel subsidies in special cases.

Joint Consultation:

- 1.01
  - a) A Joint Consultation Committee shall be established consisting of two (2) representatives of the Association and two (2) representatives appointed by the Department of Education of the Yukon Territory, to consider matters related to the application of the salary schedule, payment of salaries, educational leave, professional improvement and other matters of concern to either party.
  - b) The committee shall maintain minutes, which may contain recommendations, and shall forward a copy to the Superintendent for his consideration.

Duration and Renewal:

- 11.01 The duration of this Agreement shall be from the 1st day of September 1972 until August 31st, 1974.





SCHEDULE IBASIC SALARY SCHEDULEEffective September 1st, 1972 to August 31st, 1973 \*

Teacher Category	II	III	IV	V	VI
Increments	(10x340)	(10x380)	(10x520)	(10x540)	(10x560)
Experience 0	7600	8800	10400	11300	11900
1	7940	9180	10920	11840	12460
2	8280	9560	11440	12380	13020
3	8620	9940	11960	12920	13580
4	8960	10320	12480	13460	14140
5	9300	10700	13000	14000	14700
** 6	9640	11080	13520	14540	15260
7	9980	11460	14040	15080	15820
8	10320	11840	14560	15620	16380
9	10660	12220	15080	16160	16940
10	11000	12600	15600	16700	17500

\*\* Effective September 1st, 1972, all teachers holding a Class I certificate shall be placed on Step 6, Class II for salary purposes and remain at this level until certified at a higher level.

\* In addition to the basic salaries outlined in Schedule I above, teachers shall be eligible to receive the Yukon Service Bonus, effective September 1, 1972 to August 31, 1973, in accordance with Section 6 of the Regulations Governing Terms and Conditions of Employment for Teachers which are presently in effect and which will remain in effect until August 31, 1972.



APPENDIX B

SCHEDULE II

ALLOWANCES

Effective September 1st, 1972 to August 31st, 1973

PRINCIPALS, VICE-PRINCIPALS, DEPARTMENT HEADS, COUNSELLORS.

I. Principals and Vice-Principals:

Experience Increments

1 teacher - \$ 400.00	1	2	3
2 teachers - \$ 400.00 (for 1st teacher plus for additional teachers to a maximum of 6 teachers)	\$105/yr	\$135/yr	\$160/yr

In Addition:

7 - 15 teachers	\$95/yr	\$105/yr	\$135/yr
-----------------	---------	----------	----------

In Addition:

16 teachers and over	\$75/yr	\$85/yr	\$95/yr
----------------------	---------	---------	---------

Maximum Principals' allowances shall be \$3,150.00, \$3,550.00 and \$4,100.00 in terms of experience increments respectively. the maximum for F.H. Collins on the same basis will be \$4,400.00, \$5,000.00 and \$5,700.00.

Vice-Principals shall receive one-half ( $\frac{1}{2}$ ) of the applicable allowance schedule.

II. Department Heads:

Department Heads shall receive an allowance of \$500.00 per annum.

III. Counsellors:

Those teachers drawing an allowance of Counsellor on staff in January 1970 and who still hold appointment as Counsellor continuously in the following school years, may continue to draw an allowance as Counsellor.





SCHEDULE IBASIC SALARY SCHEDULEEffective September 1st, 1973 to August 31st, 1974 \*

Teacher Category	II	III	IV	V	VI
Increments	(10x390)	(10x460)	(10x580)	(10x600)	(10x620)
Experience 0	8100	9400	11200	12100	12800
1	8490	9860	11780	12700	13420
2	8880	10320	12360	13300	14040
3	9270	10780	12940	13900	14660
4	9660	11240	13520	14500	15280
5	10050	11700	14100	15100	15900
6	10440	12160	14680	15700	16520
7	10830	12620	15260	16300	17140
8	11220	13080	15840	16900	17760
9	11610	13540	16420	17500	18380
10	12000	14000	17000	18100	19000

\* Effective September 1st, 1973 the Yukon Service Bonus will be abolished.



SCHEDULE IIALLOWANCES

Effective September 1st, 1973 to August 31st, 1974

PRINCIPALS, VICE-PRINCIPALS, DEPARTMENT HEADS, COUNSELLORS.

I. Principals and Vice Principals:

	<u>Experience Increments</u>		
	1	2	3
1 teacher - \$ 400.00			
2 teachers - \$400.00 (for 1st teacher plus for additional teachers to a maximum of 6 teachers)	\$105/yr	\$135/yr	\$160/yr
<u>In Addition</u>			
7 - 15 teachers	\$95/yr	\$105/yr	\$135/yr
<u>In Addition</u>			
16 teachers and over	\$75/yr	\$85/yr	\$95/yr

Maximum Principals' allowances shall be \$ 3,150.00, \$ 3,550.00 and \$4,100.00 in terms of experience increments respectively. The maximum for F.H. Collins on the same basis will be \$ 4,400.00, \$ 5,000.00 and \$ 5,700.00.

Vice-Principals shall receive one-half ( $\frac{1}{2}$ ) of the applicable allowance schedule.

II. Department Heads:

Department Heads shall receive an allowance of \$ 600.00 per annum.

III. Counsellors:

Those teachers drawing an allowance of Counsellor on staff in January 1970 and who still hold appointment as Counsellor continuously in the following school years, may continue to draw an allowance as Counsellor.





Date Due

Pam: 371.12: (\*430) YT

Leave regulations governing  
teachers.

Yukon School ordinance.

#06830

Borrower's Name

Date Due

Pam: 371.12: ) \*430) YT

Leave regulations governing  
teachers.

Yukon School ordinance.

#06830

Boreal Institute for Northern  
Studies Library  
CW 401 Bio Sci Bldg  
The University of Alberta  
Edmonton, AB Canada T6G 2E9

University of Alberta Library



0 1620 0328 9228